

Reliable

JOB SERVICE  **SOURCE**

The **Reliable SOURCE** is published quarterly by The Miles City Job Service.

3RD ANNUAL EASTERN MONTANA VETERANS' STAND DOWN HELD AUGUST 11, 2012

The Miles City Job Service along with staff from the Job Services in Glendive, Sidney, Glasgow/Wolf Point, and the Eastern Montana Veterans' Stand Down Committee hosted the 3rd Annual Eastern Montana Veterans' Stand Down on August 11, 2012. The event was held in the Exhibition Building at the Eastern Montana Fairgrounds.

An opening ceremony kicked off this year's event. The flags were presented by the local Boy Scout troop and Jim Regan sang the National Anthem. Fred Nelson gave the invocation. Steve Olson, the Job Service Region 5 Director, gave a speech honoring soldiers who have served in the past and those who are currently serving in the military. In total services were provided to 75 veterans. Of the 75 veterans, 45 were homeless and were provided additional services to assist with housing needs. Veterans from across Eastern Montana, including the Fort Peck Reservation, attended the event. Various vendors participated including the Veterans Administration, State of Montana, and private service providers. Items offered included: clothing, sleeping bags, towels, blankets, coats, and winter clothing. Army surplus supplies were available in addition to donated items from local businesses and citizens in the surrounding area. A hair stylist was on hand to provide Veterans with a complimentary hair trimming. Two other organizations that helped make the event a success were the local chapter of the VFW, who provided coffee and rolls, and RSVP, who prepared and provided lunch for the volunteers and veterans.

The Miles City Job Service, the Eastern Montana Veterans' Stand Down Committee, the Eastern Montana Job Services, and all the volunteers would like to thank the businesses and citizens of Miles City who stepped up with monetary, food, goods and service donations. Without your support and generosity the Eastern Montana Veterans' Stand Down would not have been able to provide the great services to the 75 veterans who otherwise would not have received assistance, a great breakfast, and lunch. **You are why Miles City is such a fantastic place to live!**



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OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

October is National Disability Employment Awareness Month, an annual awareness campaign that takes place each year. The purpose of National Disability Employment Awareness Month is to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities.

The history of National Disability Employment Awareness Month traces back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month.

"Employers who ensure that inclusive workplace policies and practices are woven into the fabric and culture of the organization create an environment that encourages all workers — including those of us with disabilities — to work to their full capacity and contribute fully to the organization's success," said Kathy Martinez, assistant secretary of labor for disability employment policy when announcing this year's National Disability Employment Awareness Month theme, which is "A Strong Workforce is an Inclusive Workforce: What Can YOU Do?" The U.S. Department of Labor's Office of Disability Employment Policy (ODEP) leads National Disability Employment Awareness Month.

Employers and employees in all industries can learn more about how to participate in National Disability Employment Awareness Month and ways they can promote its messages — during October and throughout the year — by visiting the ODEP website at www.dol.gov/odep/.



MILES CITY JOB SERVICE HIRES NEW MANAGER

Kim Blunt, who has just been appointed the new manager of the Miles City Job Service, has spent more than 27 years with Job Service. Blunt, whose degree from the University of North Dakota, Grand Forks, is in social work and psychology, has worked in every aspect of the job service in those years. She recently completed another training session for her position.

She is one of four staff members at the Miles City Job Service, which she says has been very busy. The regional offices, including Sidney, Glendive, and even Billings, often share staff, when needed, allowing Blunt to say they are "getting it done."

Because Miles City sits on the very edge of the oil fields, where worker demand is increasing, Blunt says there has been some drain of employees away from this area, especially in areas such as trucking and heavy equipment.

Kim lives in Miles City with her husband, Doug, and children, Olivia and Matthew. Kim has lived in Miles City since 1984 and has a deep appreciation for small town life in combination with an optimism for the exciting changes that continue in Eastern Montana.



MYTHS ABOUT MILLENNIALS - UNDERSTAND THE MYTHS TO RETAIN MILLENNIALS

From Cam Marston

You've hired Millennials. Now how can you keep them around?

Things aren't always what they seem with Millennial employees. If I could give you one bit of advice about dealing with the latest generation of employees to come under your management, it would be to remember those words. Things aren't always what they seem with Millennial employees.

If you are like most business leaders, you've no doubt noticed a trend in the way employees behave in recent years. Most likely you consider it a negative trend - too much entitlement, not enough loyalty, no work ethic, only interested in themselves, and on and on. But I challenge you to consider that perhaps these are not negative trends, just different ones. Things aren't always what they seem with Millennial employees.

To better understand who your Millennial employees are and what drives them to succeed, perhaps it's easiest to understand who they are not. You. That's right. They may even be your offspring but in the workplace they bear little resemblance to the "you" of yesteryear.

Gen Xers (born 1965-1979) and Millennials (born after 1980) are operating in this world with a completely different perspective. Their definitions of loyalty, time, and success are often quite different from yours. Rest assured they do recognize all of these concepts and value them in very important ways.

The key to your organization's future success is understanding how the Millennials view the world and using that knowledge to motivate them in a way that works. Here's a hint: meet them where they are and they will achieve your underlying goals; try to force them to fit your definitions and they will run for the door every time.

So let's take a look at some of the pervasive myths about our youngest generation in the workforce and discuss why these changes are happening. You can tailor your workplace to meet your needs and your employee needs. In meeting these needs, the company will thrive.

Myth: Younger generations of Millennials have no work ethic.



Reality: Millennials have a self-centered work ethic. This is not necessarily the negative that it may seem at first. Millennial employees are dedicated to completing their task well. They have not been raised in a way that demands them to look around and see what should be done next.

Instead they ask "what is my job" and go about figuring the best, fastest way to complete that task. Then they consider themselves done. This is a key differentiator between your employees and yourself.

The younger they are, the more your employees view their jobs as "something to do between the weekends." For most, early employment has nothing to do with a career path; it is a way to earn money to have fun in their free time. And that is okay.

Continued.....

When you understand what motivates your employees you are better able to set mutual expectations for success. Instead of being frustrated that your youngest employees are not interested in climbing your corporate ladder, embrace their true motivation - reliable spending money - and use it to your advantage. When you tell an employee, "I understand this is not your lifelong career, but to earn the paycheck every week, here is what I expect." they are much more likely to respond than if you try to motivate with promises of promotions and titles down the road.

Understanding that being at the job isn't as important to Millennials as completing the assigned task also opens up new opportunities for motivation and reward. Younger employees are very likely to respond to offers of paid time off.

A leading retail organization has recognized this new way of thinking with its Working Hard Card: When managers witness an employee rising to a challenge, exceeding expectations or otherwise giving 110 percent, they can hand the employee a Working Hard Card on the spot. Each card is worth a set amount of paid time off to be used at the employee's discretion. It is a simple strategy that rewards employees in the currency they value most - their time.

Myth: Millennials don't want to put in the hours to get ahead.



Reality: Millennial employees are willing to put in the time to do the job, however they are uninterested in "face time." Gen Xers and Millennials view time as a currency. While Baby Boomers tend to see time as something to invest, the younger generations view it as a valuable currency not to be wasted. These are the generations that demand work-life balance and paid time off. They want to get the job done, then put it behind them and enjoy life.

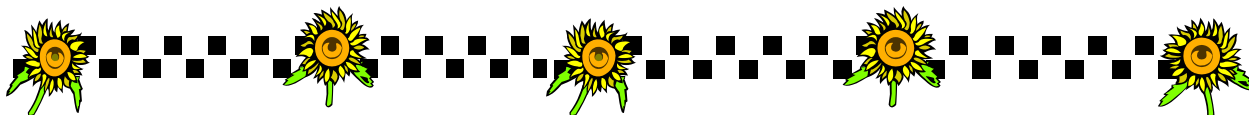
Boomer managers have a tendency to lose the interest of their Millennial employees by looking too far into the future. Millennials live in the time frame based on right now. Their world has proven that nothing is a guarantee - from nationwide layoffs to war to soaring divorce rates, they have decided that there's not a lot you can count on.

As a result they are not interested in promotion plans for five years from now. They don't even want to know what will happen at the end of the summer. Life is uncertain. To reach the Millennial employee and reduce turnover, make it certain.

Tell your employee that you have a plan. Take pains to ensure it is in a time frame short enough for them to envision. Be prepared to fulfill your promise - once fooled, the Millennial employee is forever jaded. This approach feeds into their reality, while simultaneously building trust and buying you more time. Reward small successes along the way, string these milestones together, and you will soon realize longer tenures among your staff.

Great Business Resource Information Available for Montana Employers:

Employment laws, payroll costs, conducting background/reference checks, and business and occupational licensing are just a few of the many topics for employers on the Workforce Service Division's Business Services website. Links to articles, guides, laws and other resources are available in an easy-to-navigate list format – just click and read! The Miles City Job Service always recommends that employers consult their legal advisors with any business specific questions. The website address is: http://wsd.dli.mt.gov/service/employer_resources.asp.



Update on Status of Expired I-9 Form

According to the USCIS employers should, until further notice, continue using the Form I-9 currently available on the forms section of <http://www.uscis.gov>. This form should continue to be used even after the OMB control number expiration date of August 31, 2012 has passed.

USCIS will provide updated information about the new version of the Form I-9 as it becomes available. Employers must complete Form I-9 for all newly-hired employees to verify their identity and authorization to work in the United States.

Free webinars for employers are available from the Department of Homeland Security during the month of September. For more information, please visit the Department of Homeland Security website at <http://www.dhs.gov>.

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Please contact Job Service at MilesCityJSC@mt.gov if you would like to receive our newsletter by email.

William Cullen Bryant

“Autumn, the year's last, loveliest smile.”



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Eastern Montana Veterans' Stand Down Photos

